



# Worksite Breastfeeding Support

It's *SMART* for business!



**Worksite Breastfeeding Support**  
**It's not just the right thing to do ...**  
**It's *Smart* for Business!**

**Oklahoma's Breastfeeding Friendly Worksite Initiative**

**Nancy Bacon, MS, RDN/LD, CDCES, Maternal & Child Health Consultant**

**Adrianna Halstead, RDN/LD, IBCLC, WIC Breastfeeding Educ. Coordinator**

**Oklahoma State Department of Health**





# Objectives

- Describe how employers benefit from supporting nursing employees when they return to work.
- Discuss importance of continued breastfeeding for mothers and babies.
- Share methods to provide support and accommodations for breastfeeding employees.
- Discuss Breastfeeding Laws – National & Oklahoma.
- Share Requirements for Recognition as an OK Breastfeeding Friendly Worksite
  - 4 Minimum Requirements (Basic Recognition)
  - 3 Additional Requirements (Gold Star Recognition)
- Provide resources.

# Women in the US Workforce



- 61% of employed women with children <3 years old work full-time
- 1/4 of mothers return to work in < 2 weeks of delivering a baby
- Over 1/2 return to work within 4 months of delivery
- In Oklahoma ~ 1/5 who choose not to breastfeed cite returning to work or school as the reason

# When Employers Support Breastfeeding, \$\$\$ are saved:

- Less staff turnover
- Lower absenteeism
- A healthier workforce
- Fewer health insurance claims
- Less expensive health insurance claims



# When Employers Support Breastfeeding, Employers benefit:

- Enhanced productivity
- Employee satisfaction, loyalty & morale
- An enticing recruitment incentive
- Reputation for concern with the welfare of employees and their families



# Breastfeeding Benefits: Moms & Babies

## For Moms – Less Risk:

- Breast cancer
- Ovarian & endometrial cancer
- Type 2 diabetes
- High Blood Pressure
- Cardiovascular disease
- Postpartum depression
- Anemia & short birth intervals
- Postpartum weight retention

## For Babies & Children – Less Risk:

- Asthma
- Obesity
- Diabetes (Type 1 and 2)
- Ear, skin, stomach, & respiratory infections
- Sudden infant death syndrome (SIDS)





# Breastfeeding Benefits: Important for Preterm Babies

## Preterm Babies Not Fed Human Milk have:

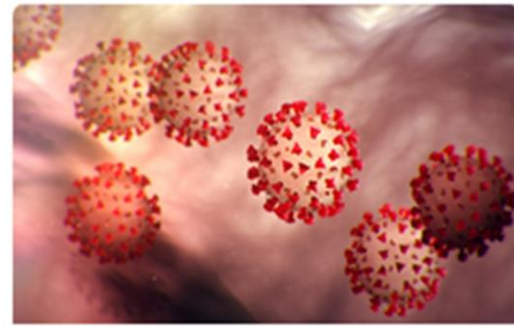
- ↑ Necrotizing Enterocolitis
- ↑ Suboptimal Brain Development
- ↑ Sepsis
- ↑ Retinopathy of Prematurity (what Stevie Wonder has)
- ↑ Bronchopulmonary Dysplasia
- ↑ SIDS
- ↑ Length of Stay in NICU
- ↑ Hospital Readmission



AAP 2012, Dieterich et al 2017



# Breastfeeding & COVID-19



- **ALL major medical organizations recommend that mothers continue breastfeeding through the pandemic.**
- If a mother is a PUI or tests +, then she needs to **wear a mask and practice good hand hygiene.**
- **AAP, CDC, WHO:** At time of delivery, keep mom and baby together, skin-to-skin contact and early breastfeeding initiation.
- **COVID vaccine** is safe to receive while breastfeeding. Also safe for vaccinated moms to donate milk to a HMBANA milk bank.

# Big Returns on Your Investment

**\$3.00 return for every \$1.00 spent on breastfeeding support!**

- Best for Business
- Best for Moms
- Best for Babies



**Breastfeeding, It's Worth It!**

# Setting up a Lactation Room



# 4 P's of a Pumping Room

- Privacy
- Place to sit
- Power
- Policy



# No dedicated space for pumping?

## Other options:

- Spare/borrowed office
- Cubicle with a shower curtain rod & curtain
- Supply room
- Dressing room
- Manager's office
- Privacy screen to partition off a corner of a larger room









# Workplace Support

- Mothers depend upon manager's and co-workers' support & flexibility to accommodate breaks for pumping (typically 2 to 3 15-minute breaks initially).
- **Regular pumping sessions are necessary** for moms to keep producing breast milk. **Skipping or postponing pumping can reduce a moms' milk supply.**
- A written breastfeeding policy will support and standardize implementation, minimizing confusion and debate. *See Resources slide for sample policies.*

[Break time & private space | Office on Women's Health \(womenshealth.gov\)](https://www.womenshealth.gov/breastfeeding/workplace-support)



# It's the Law!

## ***2010 Affordable Care Act (ACA) - Breastfeeding Break Times Requirement for hourly employees***

- Reasonable breaks with enough time for expressing milk or nursing - as frequently as needed - up to child's 1<sup>st</sup> birthday
- A private place, not a restroom, shielded from view & intrusion

See the Dept. of Labor website (rev. April 2018):

Fact Sheet # 73: Break Time for Nursing Mothers under the FLSA

<https://www.dol.gov/whd/regs/compliance/whdfs73.htm>

Nursing Mothers Workplace Protections Flyer [English](#) [Spanish](#) (PDFs)

# Oklahoma & National Breastfeeding Laws

- 2004: Breastfeeding in public; jury duty
- 2005: Resolution to support working breastfeeding mothers
- 2006: Workplace breastfeeding law
- 2010: National workplace breastfeeding law
- 2020: State agencies require paid break time to use designated lactation room
- 2020: State owned public buildings required to provide sanitary place to express or breastfeed at work (not a bathroom) with a chair, working surface, electrical outlet, shielded from view & free from intrusion
- 2021: Each school district shall provide lactating employees paid breaks and a private, secure and sanitary location (other than a toilet stall) to express milk or breastfeed her child.



## **National Law 2010 - Breaktime for Nursing Mothers**

Employers shall provide reasonable breaktime and a private place for an employee to express breast milk for her nursing child for one year.

## **Oklahoma Law 2004 - Breastfeeding In Public & Jury Duty**

Mothers have the right to breastfeed anywhere. They have a right to be excused from jury duty upon request.

## **Oklahoma Laws 2020 - Breaktime for State Employees**

State agencies/state-owned public buildings shall provide workers paid breaks to express milk or breastfeed in a private, clean place with a locking door, chair, table/surface and electric outlet.

## **Oklahoma Law 2021 - Breaktime for Public School Employees**

Public school teachers and employees are given paid, protected breaktime to pump. School districts shall make a reasonable effort to provide a private, secure and sanitary room where an employee can express milk or breastfeed.

**Have you visited a public place that was breastfeeding friendly?** We will send a thank you.

**Do you work for a business that supports breastfeeding employees?** We will send a thank you and can help them become recognized as a breastfeeding friendly employer.

**Have you been asked to leave a public place or were not supported at work because of breastfeeding?** We will reach out and encourage breastfeeding support with information about the laws.

**Please Tell Us: 1-888-655-2942**

## **Oklahoma Breastfeeding Hotline**

**Talk to an IBCLC for Free**

**1-877-271-MILK(6455) or Text OK2BF to 61222**



<http://bis.health.ok.gov>



# Resources for Supporting & Handling Breastfeeding Concerns

- [Supporting Nursing Moms at Work: Employer Solutions | Office on Women's Health \(womenshealth.gov\)](#) - Cost-effective tips and solutions for supporting nursing mothers working in a variety of industry sectors.
- [Business Case for Breastfeeding | Office on Women's Health \(womenshealth.gov\)](#) - Comprehensive program to educate employers about the value of supporting [breastfeeding](#) employees in the workplace.
  - [For Business Managers](#) (PDF, 782 KB)
  - [Employees' Guide to Breastfeeding and Working](#) (PDF, 2.15 MB)
- **Making It Work Toolkit** – New York State Dept. of Health with support from the CDC and WIC –  
<https://www1.nyc.gov/site/doh/health/neighborhood-health/breastfeeding-business-toolkit.page>  
Online resource for breastfeeding mothers with tools & information for businesses & families.





# Success Stories

Concern	Action	Response
Multiple moms were asked to cover up or leave a recreation /aquatic center.	Contacted HR & shared OK's 2004 law	HR responded immediately - would share law with staff
Nursing mom in shelter was asked to breastfeed discretely. Roommate was upset when mom breastfed in their room.	Contacted Director & shared situation	Nursing mom was moved to a room with a roommate who supported breastfeeding

## **Calls come from moms, families, and employers:**

- Large cities and small towns
- Large & small businesses
- Employers still learning about the breastfeeding laws
- Schools



# OSDH & COBA

## Breastfeeding Websites

[www.oklahoma.gov/health/breastfeeding](http://www.oklahoma.gov/health/breastfeeding)

[www.okbreastfeeding.org](http://www.okbreastfeeding.org)

- General Breastfeeding Information
- Oklahoma Breastfeeding Laws & Law Cards
- Working and Breastfeeding Information
  - How to set up a lactation room (& estimated costs)
  - Sample Policies
  - Application for Breastfeeding Friendly Worksite Recognition
  - AND MUCH, MUCH MORE!!!

**Breastfeeding & Returning to Work** [Eng](#) [Span](#) - OK WIC





# The Oklahoma Breastfeeding Hotline

## Hotline:

- Free!
- Staffed by IBCLCs
- Available 24/7/365

## Help via:

- Phone
- Text

**Have breastfeeding questions?**



**Contact the Oklahoma Breastfeeding Hotline!**

**Call: 1-877-271-6455 (MILK) or  
Text: OK2BF to 61222**

to speak (for free!) to an  
International Board Certified Lactation Consultant (IBCLC)  
24 hours a day, 7 days a week, 365 days a year.

Text to opt-in and receive messages from the Hotline.  
Staff reply to all non-urgent questions 7a -7p.  
Urgent calls/texts are returned 24/7.  
You may have to pay for texting from your cell service.



**Preparing for a Lifetime**  
It's Everyone's Responsibility

THE OKLAHOMA BREASTFEEDING HOTLINE IS AN OKLAHOMA BREASTFEEDING RESOURCE CENTER PROGRAM SUPPORTED BY THE MATERNAL AND CHILD HEALTH SERVICES TITLE V BLOCK GRANT AND THE OKLAHOMA STATE DEPARTMENT OF HEALTH (OSDH)

**¿Tiene preguntas sobre la lactancia materna?**



**¡Comuníquese con la línea directa de lactancia materna de Oklahoma!**

**Llame: 1-877-271-6455 (MILK)  
Mande mensajes de Texto: OK2BF a 61222**

Para hablar (¡gratis!) a una Consultora en Lactancia  
Certificada por la Junta Internacional (IBCLC)  
24 horas al día, 7 días a la semana, 365 días al año.

Para recibir mensajes de la línea directa.  
El personal responde a todas las preguntas no urgentes 7a -7p.  
Las llamadas/mensajes de texto urgentes se devuelven 24/7.  
Es posible que deba pagar por enviar mensajes de texto desde su servicio celular.



**Preparing for a Lifetime**  
It's Everyone's Responsibility

LA LÍNEA DIRECTA DE LACTANCIA MATERNA DE OKLAHOMA ES UN PROGRAMA DEL CENTRO DE RECURSOS DE LACTANCIA MATERNA DE OKLAHOMA APOYADO POR LA SUBVENCIÓN EN BLOQUE DEL TÍTULO V DE LOS SERVICIOS DE SALUD MATERNA E INFANTIL Y EL DEPARTAMENTO DE SALUD DEL ESTADO DE OKLAHOMA

# Pumping: Storage Guidelines

## Human Milk Storage Guidelines

	Countertop or table	Refrigerator	Freezer with separate door
Storage Temperatures	77° F or colder (25° C)	40° F or colder (4° C)	0° F or colder (-18° C)
Freshly Pumped/ Expressed Human Milk	Up to 4 hours	Up to 4 days	Within 6 months is best, up to 12 months is acceptable
Thawed Human Milk	1-2 hours	Up to 1 day (24 hours)	Never refreeze human milk after it has been thawed

These guidelines are for healthy full-term babies and may vary for premature or sick babies. Check with your health care provider. Guidelines are for home use only and not for hospital use.



United States Department of Agriculture  
Slightly Revised July 2018

Find more breastfeeding resources at:  
[WICBreastfeeding.fns.usda.gov](http://WICBreastfeeding.fns.usda.gov)  
[cdc.gov/breastfeeding/](http://cdc.gov/breastfeeding/)

[Proper Storage and Preparation of Breast Milk](#) | [Breastfeeding](#) | [CDC](#)



## Application for Recognition Oklahoma Breastfeeding Friendly Worksite



**Our worksite meets or exceeds the following minimum criteria required for recognition as an Oklahoma Breastfeeding Friendly Worksite (all criteria in this section must be checked).**

- ☐ Flexible break times for expression of milk
- ☐ A comfortable location allowing privacy for pumping, other than a toilet stall
- ☐ Access to a nearby clean water source and a sink for washing hands and rinsing out any breast pump equipment
- ☐ Written policy supporting breastfeeding that includes the above minimum requirements and a description of how all staff are informed of this policy  
**(Please attach your written policy)**

**Additional options (3 necessary for designation as a Gold Star Employer – Please check all that apply)**

- ☐ Access to a refrigerator for safe storage of milk
- ☐ Prenatal breastfeeding education
- ☐ Counseling by a lactation consultant as needed for employees to breastfeed successfully
- ☐ Referrals to public/private community resources for special situations
- ☐ Education for all employees on the benefits of breastfeeding and company services available to support breastfeeding employees
- ☐ Hospital-grade breast pump available for employee use

\_\_\_\_\_  
Worksite Name

\_\_\_\_\_  
Contact Person's name and e-mail

\_\_\_\_\_  
Address

\_\_\_\_\_  
City, State

\_\_\_\_\_  
Zip



**OKLAHOMA**

Oklahoma State Department of Health | Worksite Breastfeeding Support-Smart for Business



# Contacts

## **Nancy Bacon, MS, RDN/LD, CDCES**

COBA/Preparing for a Lifetime (PFLT)  
Breastfeeding Friendly Work Group Co-Chair  
OSDH Maternal & Child Health Consultant  
405-426-8081  
[nancyb@health.ok.gov](mailto:nancyb@health.ok.gov)

## **Adrianna Halstead, RDN/LD, IBCLC**

COBA/Preparing for a Lifetime (PFLT)  
Breastfeeding Friendly Work Group Co-Chair  
OSDH WIC Breastfeeding Education Coordinator  
405-426-8524 Business Cell: 405-496-8371  
[adriannah@health.ok.gov](mailto:adriannah@health.ok.gov)

## **Becky Mannel, MPH, IBCLC, FILCA**

Director, OK Breastfeeding Resource Center/  
Becoming Baby-Friendly in Oklahoma  
Project Lead & COBA Chair  
405-271-4350  
[rebecca-mannel@ouhsc.edu](mailto:rebecca-mannel@ouhsc.edu)

## **COBA members –**

[info@okbreastfeeding.org](mailto:info@okbreastfeeding.org)

## **The Oklahoma Breastfeeding Hotline 1-877-271-MILK (6455)**

or text OK2BF to 61222  
for breastfeeding questions  
(mothers, families, & healthcare  
providers)

**Your local WIC clinic, the OK WIC  
Breastfeeding Helpline 405-426-8502  
Toll-free OK WIC Nutrition Line:  
1-888-665-2942**



# Resources- Sample Policies

- **Worksite Breastfeeding Policy** - Oklahoma State Department of Health  
<https://oklahoma.gov/content/dam/ok/en/health/health2/documents/osdh-1-35-worksite-breastfeeding-policy7-2016.pdf>
- **Policy for Supporting Breastfeeding Employees** (2 pg) - The Business Case for Breastfeeding – Office on Women’s Health; New Mexico Dept. of Health  
<https://www.nmhealth.org/publication/view/general/3318/>
- **Sample Worksite Breastfeeding Policy** (1 pg) - Wisconsin Dept. of Health and Wisconsin, Mississippi, & Louisiana Breastfeeding Coalitions  
<https://www.wibreastfeeding.com/wp-content/uploads/2019/01/J-SampleWorksiteBFPolicy.pdf>



# Resources

- [Break time & private space/ Time for breaks / Location for breaks](#)  
[Break time & private space | Office on Women's Health \(womenshealth.gov\)](#)
- [Fact Sheet # 73: Break Time for Nursing Mothers under the FLSA](#)  
U.S. Department of Labor Wage and Hour Division
- [Business Case for Breastfeeding | Office on Women's Health \(womenshealth.gov\)](#) - Comprehensive program to educate employers about the value of supporting [breastfeeding](#) employees in the workplace.
  - [For Business Managers](#) (PDF, 782 KB) (6 pg)
  - [Employees' Guide to Breastfeeding and Working](#) (PDF, 2.15 MB) (7 pg)
  - [Easy Steps to Supporting Breastfeeding Employees](#) – Booklet with resources, tools, and guidelines for accommodating breastfeeding employees & providing worksite lactation support. Sample Policy & variety of resources. (18 pg)
- [Supporting Breastfeeding in the Workplace](#) - Association of State Public Health Nutritionists





# Resources - Toolkits

- [Business Leading the Way in Support of Breastfeeding](#) - North Carolina's Eat Smart Move More Worksite Initiative (16 pgs.) - A planning, guidance, and resource toolkit for employers adapted from the New York State Department of Health Making it Work Tool Kit.
- [Making it Work Toolkit](#) - New York State Dept. of Health, the Centers for Disease Control & Prevention, & the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) (16 pgs.)  
An online resource for breastfeeding mothers, with tools & information for businesses & families. A helpful *Checklist for Employers* in the *Making it Work: For Employers* section is included to assist in planning for employee lactation accommodations requests.
- [Investing in Workplace Breastfeeding Programs and Policies](#)  
An Employer's Toolkit - National Business Group on Health (71 pgs.)  
Tools for assessing, planning, promoting, implementing, & evaluating a worksite lactation support program.

# Questions?

